

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
September 2015



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339	392	351										1082
Number of Complaints Drafted	140	164	143										447
% of inquiries drafted	41%	42%	41%										41%
Employment	208	232	203										643
Housing (Real Estate)	58	65	58										181
Public Accommodation	44	40	41										125
Credit	1	3	1										5
Education	9	17	14										40
Unknown	19	35	34										88
Number of Complaints Formalized	86	67	70										223
Employment	56	42	50										148
Transferred from EEOC*	2	6	7										15
Housing (Real Estate)	13	13	13										39
Transferred from HUD**	2	0	1										3
Public Accommodation	15	10	5										30
Credit	0	0	0										0
Education	2	2	2										6

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322	363	390										685
Region 1	33	32	51										65
Region 2	22	30	40										52
Region 3	17	20	23										37
Region 4	13	14	11										27
Region 5	147	169	173										316
Region 6	36	25	20										61
Region 7	16	6	10										22
Region 8	17	27	20										44
Region 9	19	35	39										54
Unknown/Out of State	2	5	3										7

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%	10%	10%										10%
Housing (Real Estate)	7%	10%	3%										7%
Public Accommodation	8%	11%	7%										9%
Credit	50%	50%	0%										33%
Education	15%	16%	16%										16%
Open Cases by Area													
Employment	779	722	705										
Housing (Real Estate)	75	85	89										
Public Accommodation	153	152	152										
Credit	4	3	3										
Education	47	48	50										

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed	52	80	93										225
Employment	43	70	72										185
Housing (Real Estate)	5	4	7										16
Public Accommodation	4	5	10										10
Education	0	0	4										4
Credit	0	1	0										1
Type of Closure													
NPC	34	56	80										170
CWS	12	16	10										38
CW	0	3	0										3
AD	6	5	3										14
FO	5	4	0										9

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1	2	7										10
Employment	1	0	5										6
Housing (Real Estate)	0	2	2										4
Public Accommodation	0	0	0										0
Education	0	0	0										0
Credit	0	0	0										0
Active Cases													
Employment	28	29	32										
Housing (Real Estate)	15	19	19										
Public Accommodation	5	5	5										
Education	5	5	5										
Credit	0	0	0										
Average Age of Cases since NOF*	484	460	473										

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

ICRC (Akers) v Park Regency Apartments and Urban Park Regency is a housing case based on race discrimination. The Complainant alleged that Respondent threatened to evict her because of her race.

ICRC (Lambert) v PMR Companies, The Crossing at 5810 Apartments is a housing case alleging discrimination based on familial status. There were two issues alleged with a mixed finding. The first issue the Complainant alleged that Respondent threatened to evict her because of her familial status. There was a No Reasonable Cause finding issued. The second issue is whether the Respondent subjected the Complainant to discriminatory terms and conditions because of her familial status. The second issue received a Reasonable Cause Finding.

Jennifer Flores v Benjamin's Family Restaurant is an employment case alleging sex discrimination. The Complainant is alleging she was subjected to sexual harassment.

Jason Wineke v Marco's Indiana, LLC is an employment case alleging disability discrimination. The Complainant alleges he was terminated because of his disability.

Calvin Watkins v Gary Housing Authority is an employment case based on disability. The Complainant alleges he was denied a reasonable accommodation resulting in his termination.

Probable Cause Findings cont'd

Larry Beverly v Wright's Tree Service is an employment case based on race. There were two issues alleged with a mixed finding. The first issue the Complainant alleged that Respondent compensated him at a lower rate than his similarly situated coworkers of a different race. There was a Probable Cause finding issued. The second issue is whether the Respondent subjected the Complainant to an adverse employment action because of his race. The second issue received a No Probable Cause Finding.

Theodore Kissel v The Athlete dba Custom Tees is an employment case based on disability. The Complainant alleged that his request for a reasonable accommodation was denied.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

There are no final orders for this month.

Articles of Interest:

[Indiana Commission for Women's 2015 Torchbearer Awards set for Sept 30](#) 9/24/15

[ICRC set to host CLE seminar in Fort Wayne, October 9th](#) 9/22/15

[Benjamin's Family Restaurant facing discrimination charge on basis of sex](#) 9/3/15